

FISCAL UPDATE Article

Fiscal Services Division

April 6, 2017



COMMITTEE TO ORGANIZE GRADUATE STUDENTS – UNIVERSITY OF IOWA (COGS – SUI) COLLECTIVE BARGAINING FY 2018 AND FY 2019

An [interest arbitration award](#) has been issued concerning the State and the Committee to Organize Graduate Students – University of Iowa (COGS – SUI) for FY 2018 and FY 2019. The arbitrator considered 23 proposals. The Public Employment Relations Board (PERB) had determined that of the 23 issues submitted for a negotiability determination, one is a mandatory subject of bargaining and, therefore, subject to determination by an arbitrator. The arbitrator agreed with the PERB decision and excluded the 22 nonmandatory permissive issues from the final award. The arbitrator considered and ruled on the sole remaining issue, base wages. The parties agreed to wage increases of 1.1% each year during the term of the contract. The arbitrator agreed with the bargaining unit that salary distribution should be part of the agreement. The arbitrator found “that for salaried instructional employees, it is important to the employment relationship that employer and employee have a common understanding about when and in what increments salary payments will occur.”

The arbitrator included the following language in the agreement:

“The total salary of full semester, full academic year, full fiscal year, full 8-week and full 6-week summer appointments shall be paid in equal monthly instalments. The total salary of other appointments shall be paid in monthly installments proportional to the percentage of appointment worked per month.”

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